

# CHIEF PSYCHOLOGIST, CORRECTIONAL FACILITY



## OPEN

**AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER -** Equal opportunity to all regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, age or sexual orientation.

**EXAMINATION BASE** DEPARTMENTAL FOR:  
  
DEPARTMENT OF CORRECTIONS AND REHABILITATION

**WHO SHOULD APPLY** Applicants who meet the minimum qualifications as stated below. Applications will not be accepted on a promotional basis.

**HOW TO APPLY** **ONLY THE CHIEF PSYCHOLOGIST, CORRECTIONAL FACILITY (CF) SCANNABLE APPLICATION/EXAMINATION WILL BE ACCEPTED FOR THIS EXAMINATION**

**Submit the scannable application/examination in a 10" x 13" envelope to the following address:  
Do not separate, staple, fold, or bend**

<b>By mail with:</b>	<b>or</b>	<b>In person with:</b>
Department of Corrections and Rehabilitation		Department of Corrections and Rehabilitation
Selection Services Section		Selection Services Section
P.O. Box 942883-0001		1515 S Street, Room 522N
Sacramento, CA 94283-0001		Sacramento, CA 95814

The required scannable application/examination form for this examination is available at the following locations:

- Department of Corrections and Rehabilitations' (CDCR) personnel offices at each adult institution
- Selection Services Section at 1515 S Street, Room 522-N, Sacramento, CA 95814
- Office of Peace Officer Selection Testing Centers (2201 Broadway, Sacramento, CA 95818; 2510 S. East Avenue, Suite 350, Fresno, CA 93706; 9055 Haven Avenue, Suite 104, Rancho Cucamonga, CA 91730)

**DO NOT SUBMIT A RESUME, ANY OTHER APPLICATION FORM, OR ATTACH ANY OTHER DOCUMENTS TO THE CHIEF PSYCHOLOGIST, CF SCANNABLE APPLICATION/ EXAMINATION, EXCEPT FOR ANY DOCUMENTS SPECIFIED IN THE SCANNABLE APPLICATION/EXAMINATION.**

**NOTE:** The wearing of denim or gray sweats on institution grounds is prohibited.

**APPLICATION DEADLINE/ REQUIREMENTS** Applications will be accepted on a continuous basis. All applicants must meet the education and/or experience requirements for this examination at the time they file their application.

**TEST DATE** To learn more about examination dates, contact the testing office indicated on this bulletin.

**SALARY RANGE(S)** As of: **August 22, 2005.**  
**\$5884 - \$7509**

**Recruitment and Retention (R&R) Bonus (as of August 22, 2005.)**

- \$800 monthly R&R differential pay (all institutions except Salinas Valley State Prison).
- \$1500 monthly R&R differential pay at Salinas Valley State Prison.
- \$2,400 Annual Recruitment Bonus (Limited to Avenal State Prison, Ironwood State Prison, Chuckwalla Valley State Prison, Calipatria State Prison, and Centinela State Prison after 12 months of full-time employment.)

**BENEFITS**

- Deferred Compensation Plans (Savings pool, 401K, and 457 plan)
- \$100 monthly Bilingual Differential Pay
- 75% Reimbursement of Van Pool, \$65 maximum per month (\$100 primary driver)
- 75% Reimbursement of Public Transit Passes, \$65 maximum per month
- Flexible work hours (Management discretion)
- Pre-tax parking (Where applicable)
- Fourteen (14) paid holidays
- Generous paid vacation/sick leave or annual leave
- Jury duty/military/bereavement leave
- Health, Dental, and Vision Care Plans (Rural Health Care Equity Program for areas without HMOs)
- Pre-retirement death benefit
- Dependent Care Program
- Long Term Insurance (CalPERS)
- Home Loan Program (CalPERS)
- Legal Services
- Employee Assistance Program
- Work and Family Advisory Committee
- Eleven (11) hours per month allowed for Annual Leave Credits. Increases to 14 hours after 37 months of full-time employment.
- License or Certificate Renewal Fee Reimbursement (Actual Cost)
- Professional Education and Training (5 days per fiscal year)

BENEFITS (CONTINUED)	<ul style="list-style-type: none"><li>Continuing Education (18 hours per fiscal year)</li><li>Institutional Workers Supervision Pay Differential</li><li>California Public Employees' Safety Retirement System (Exempt from paying into the Federal Social Security System)</li><li>The Department is in the process of determining eligibility for involvement in the National Health Services Corp, Federal Loan Repayment Program at various sites. (If interested, contact a Health Care recruiter for additional information.)</li></ul>
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MINIMUM QUALIFICATIONS	<p>Possession of a valid license as a Psychologist issued by the California Board of Psychology and possession of an earned Doctorate Degree in Psychology from an educational institution meeting the criteria of Section 2914 of the Medical Board of California's Business and Professions Code. <u>and</u></p> <p><u>Either I</u></p> <p>At least two years' experience as a licensed Psychologist in the Department of Corrections.</p> <p><u>Or II</u></p> <p>At least three years' experience as a licensed Psychologist in a forensic setting such as a local jail or community-based forensic treatment unit.</p> <p><b>Special Personal Characteristics:</b> Empathetic understanding of patients of a State correctional facility; willingness to work in a correctional facility; emotional stability; patience; scientific and professional integrity; alertness; tact; and demonstrated leadership ability; and keenness of observation.</p> <p><b>Special Physical Characteristics:</b> Persons appointed to this position must be reasonably expected to have and maintain sufficient strength, agility and endurance to perform during stressful (physical, mental and emotional) situations encountered on the job without compromising their health and well-being or that of their fellow employees or that of inmates.</p> <p>Assignments may include sole responsibility for the supervision of inmates and/or the protection of personal and real property.</p> <p>Qualifying experience may be combined on a proportionate basis if the requirements stated above include more than one pattern and are distinguished as "Either" I, "or" II, "or" III, etc. For example, candidates who possess qualifying experience amounting to 50% of the required time of Pattern I, and additional experience amounting to 50% of the required time of Pattern II, may be admitted to an examination as meeting 100% of the overall experience requirement.</p>
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EXAMINATION PLAN	<p><b>INTERVIEWS WILL NOT BE HELD.</b> This examination will consist of a scannable application/examination weighted 100%. To obtain a position on the eligible list, applicants must achieve a minimum rating of 70% on the scannable application/examination.</p> <p>The scannable application/examination is designed to elicit a range of specific information regarding each candidate's knowledge, skills, abilities, experience, and potential to effectively perform the duties relative to the classification. <b>SUBMISSION OF THE SCANNABLE APPLICATION/EXAMINATION IS MANDATORY.</b> Candidates who do not submit the completed scannable application/examination will be eliminated from this examination.</p> <p><b>Scannable Application/Examination -- Weighted 100.00%</b></p> <p><b>Scope:</b> Emphasis in the examination will be on measuring competitively, relative to job demands, each candidate's:</p> <p><b>A. Knowledge of:</b></p> <ol style="list-style-type: none"><li>Psychological theories and research</li><li>Principles, techniques and problems in developing and coordinating a specialized psychological treatment program</li><li>Principles, techniques and trends in psychology with particular reference to normal and disordered behavior, human development, motivation, personality learning, individual differences, adaptation and social interaction</li><li>Methods for the assessment and modification of human behavior</li><li>Characteristics and social aspects of mental disorders and retardation</li><li>Research methodology and program evaluation, institutional and social process, group dynamics</li><li>Functions of psychologists in various mental health services</li><li>Current trends in the field of mental health</li><li>Professional training</li><li>Community organization and allied professional services</li><li>State and Department's Equal Employment Opportunity (EEO) program objectives</li><li>A manager's role in the EEO program and the processes available to meet EEO objectives</li><li>Principles and techniques of effective supervision</li></ol> <p><b>B. Ability to:</b></p> <ol style="list-style-type: none"><li>Plan, organize, and work in a specialized psychological treatment program involving members of other treatment disciplines</li><li>Provide professional consultation and program leadership</li><li>Teach and participate in professional training</li><li>Recognize situations requiring the creative application of technical skills</li><li>Develop and evaluate creative approaches to the assessment, treatment, and rehabilitation of mental disorders to the conduct of research, and to the development and direction of a psychological program</li><li>Plan, organize and conduct research, data analysis and program evaluation</li><li>Conduct assessment and psychological treatment procedures</li><li>Secure the cooperation of professional and lay groups</li><li>Analyze situations accurately and take effective action</li><li>Communicate effectively</li><li>Plan, organize and direct the work of others</li><li>Effectively contribute to the Department's EEO objectives</li></ol>
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ELIGIBLE LIST  
INFORMATION

The resulting eligible list will be established to fill vacancies for the Department of Corrections and Rehabilitation. Names of successful candidates are merged into the list in order of final scores, regardless of date. Eligibility expires **12** months after establishment, unless the needs of the service and conditions of the list warrant a change in this period.

POSITION  
DESCRIPTION AND  
LOCATION(S)

A **Chief Psychologist, CF**, under general direction of the Chief Medical Officer in a state correctional facility, is responsible for the overall supervision of psychologists; investigates behavior problems or mental disorders; examines, diagnoses, classifies and prescribes psychological treatment for psychotic inmates; secures and reviews data on heredity, congenital and environmental factors pertaining to inmates; applies findings of psychological examinations; directs the giving of psychotherapy and other treatment for preventing and correcting behavior disorders; directs and participates in staff conferences and clinics to discuss psychological problems of inmates and their care and treatment; recommends transfer, parole or discharge of inmates and recommends arrangements for follow-up and aftercare during parole; secures and trains assistants; plans, directs and evaluates their work, and takes or recommends appropriate action with respect to their work performance; prepares reports and does research on problems of adult criminality; maintains order and supervises the conduct of persons committed to the California Department of Corrections; prevents escapes and injury by these persons to themselves, others or to property; maintains security of working areas and work materials; inspects premises and searches inmates for contraband, such as weapons or illegal drugs; and does other related work.

Position(s) exist at various institutions located throughout the state and headquarters in Sacramento with the Department of Corrections and Rehabilitation.

VETERANS POINTS/  
CAREER CREDITS

Veteran's Preference Points will not be granted in this examination since it does not qualify as an entrance examination under the law. Career credits will not be granted in this examination.

GENERAL INFORMATION

**Applications are available at** Department of Corrections and Rehabilitation offices, State Personnel Board offices and local offices of the Employment Development Department.

**The Department of Corrections and Rehabilitation** reserves the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change. Such revisions will be in accordance with civil service laws and rules and all competitors will be notified.

**Examination Locations:** If this examination requires a written test and/or oral interview, they will be scheduled throughout the State at the correctional institutions and/or parole regions. However, locations of the written test and/or oral interview may be limited or extended as conditions warrant.

**Eligible Lists:** Eligible lists established by a competitive examination, regardless of date, must be used in the following order: 1) subdivisional promotional; 2) departmental promotional; 3) multidepartmental promotional; 4) servicewide promotional; 5) departmental open; 6) open. When there are two lists of the same kind, the older must be used first.

**General Qualifications:** Competitors must possess essential personal qualifications including integrity, initiative, dependability, good judgment, ability to work cooperatively with others, and a state of health consistent with the ability to perform the assigned duties of the class. A medical examination and fingerprinting may be required. In open examinations, an investigation may be made of employment records and personal history.

IT IS AN OBJECTIVE OF THE STATE OF CALIFORNIA TO ACHIEVE A DRUG-FREE WORK PLACE. ANY APPLICANT FOR STATE EMPLOYMENT WILL BE EXPECTED TO BEHAVE IN ACCORDANCE WITH THIS OBJECTIVE BECAUSE THE USE OF ILLEGAL DRUGS IS INCONSISTENT WITH THE LAW OF THE STATE, THE RULES GOVERNING CIVIL SERVICE AND THE SPECIAL TRUST PLACED IN PUBLIC SERVANTS.

ONLY INDIVIDUALS LAWFULLY AUTHORIZED TO WORK IN THE UNITED STATES WILL BE HIRED

FOR CURRENT CDCR TESTING INFORMATION CALL (916) 322-2545  
California Relay Service for the Deaf or Hearing Impaired: 1-800-735-2929

THIS CANCELS AND SUPERSEDES ALL PREVIOUSLY ISSUED BULLETINS